

	A	B	C	D	E	F	G	H	I
1	<b>The Goal of the OHW-NG is to empower OH university networks to sustainably develop and deliver world-leading skills to address complex global health issues. To help measure progress towards achieving this goal, the MEL Consortium and Network partners. The indicators are designed to capture consistent metrics that tell the collective projects global impact over time. The MEL framework will align with other reporting processes and</b>								
2	<b>Objective and long-term outcomes/impact</b>	<b>Strategy</b>	<b>Activity</b>	<b>Global or country-led activity</b>	<b>Illustrative Indicators</b>	<b>Reporting Frequency</b>	<b>Unit of Measure and Calculation</b>	<b>Disaggregation Levels</b>	<b>Data Source</b>
3	Long-term impact of the objective	From workplan	From workplan	From Workplan	Specific, observable and measurable characteristic that will be used to track progress towards the long-term outcomes/impact. Aim for maximum 3-5 per activity and indicators can repeat in activities by referencing activity #.	Annual/bi-annual/monthly/real-time as activity occurs. Typical frequency is bi-annual.	Qualitative or quantitative with brief description	Include all levels as appropriate: Region, country, gender, affiliation, core competency, etc	How will this data be collected? Secretariat and/or Network or activity reports, direct collection, literature review, etc

	J	K	L	M	N
1	<p>ing model programs for equipping professionals with transdisciplinary framework is developed through a participatory process involving all effective “story” of the OHW-NG project and activities, and illustrate the requirements, such as the JEE 2.0 and GHSA frameworks.</p>				
2	Verification/Data Collection	Beneficiaries	Target #	Deliverables (from workplan)	Comments
3	Each data source should have a way to be validated. For example - network reports can be validated through looking at each activity report	Proposed by OHUNs and with detail negotiated with MT and USAID MEL lead	Annul and LOP targets. If only available after baseline assessment is done, please indicate.	From workplan - direct outputs from activity.	Any additional comments necessary

	A	B	C	D	E
1	Objective and long-term outcomes/impact	Strategy	Activity	Global or country-led activity	Illustrative Indicators
2	<b>1. One Health Training and Empowerment</b> (Increased proficiency in OH competencies for pre-service and in-service professionals; well trained and technically proficient workforce pipeline; active and engaged One Health networks that can be activated during health emergencies)	<b>1.1 One Health Content Curation and Development</b>	Activity 1.1.1 Curate and update existing One Health competencies, learning objectives, evaluation tools, and training materials	Global	Total number of existing <b>OH courses modules</b> developed within the two networks.
3					Total number of <b>OH certificate programs</b> developed within regional networks
4					Total number of <b>Continuing Professional Development (CPD) credit training</b> developed and implemented in the networks.
5					Total number of <b>Experiential (Field) training</b> programs developed and implemented in the networks.
6					Total number of <b>student clubs with formal OH activities</b> developed and implemented in the networks.
7					Total number of <b>Masters degrees</b> developed and implemented in the two networks.
8			Activity 1.1.2 Develop new prioritized One Health curricula content to complement existing offerings	Global	Total number of new One Health competencies and training activities recommended for development or implementation

	F	G	H	I	J
1	Reporting Frequency	Unit of Measure and Calculation	Disaggregation Levels	Data Source	Verification/Data Collection
2	semi-annual	Total number (sum) of materials in each category of pre-service and in-serve training programs.	Region, country: <b>AFROHUN &amp; SEAOHUN Secretariats</b>	SEAOHUN-OHUNs & AFROHUN Chapters	Activity report; secretariat regional reports
3	semi-annual	Total number (sum) of materials in each category of pre-service and in-serve training programs.	Region, country: <b>AFROHUN &amp; SEAOHUN Secretariats</b>	SEAOHUN-OHUNs & AFROHUN Chapters	Activity report; secretariat regional reports
4	semi-annual	Total number (sum) of materials in each category of pre-service and in-serve training programs.	Region, country: <b>AFROHUN &amp; SEAOHUN Secretariats</b>	SEAOHUN-OHUNs & AFROHUN Chapters	Activity report; secretariat regional reports
5	semi-annual	Total number (sum) of materials in each category of pre-service and in-serve training programs.	Region, country: <b>AFROHUN &amp; SEAOHUN Secretariats</b>	SEAOHUN-OHUNs & AFROHUN Chapters	Activity report; secretariat regional reports
6	semi-annual	Total number (sum) of materials in each category of pre-service and in-serve training programs.	Region, country: <b>AFROHUN &amp; SEAOHUN Secretariats</b>	SEAOHUN-OHUNs & AFROHUN Chapters	Activity report; secretariat regional reports
7	semi-annual	Total number (sum) of materials in each category of pre-service and in-serve training programs.	Region, country: <b>AFROHUN &amp; SEAOHUN Secretariats</b>	SEAOHUN-OHUNs & AFROHUN Chapters	Activity report; secretariat regional reports
8	Annual	Total number of new training materials and programs, including gender context, recommended for development or implementation in each of five competency levels ranging from stage-1 (Novice) to stage-3 (Competent) and stage-5 (Expert).	Region, country, university: <b>AFROHUN &amp; SEAOHUN Secretariats</b>	SEAOHUN-OHUNs & AFROHUN Chapters and Universities within the two networks.	Activity report; secretariat regional reports

	K	L	M	N
1	Beneficiaries	Target #	Deliverables (from workplan)	Comments
2		One per university in SEAOHUN and AFROHUN network	Fully Curated One Health Competency Database	
3		One per university in SEAOHUN and AFROHUN network	Fully Curated One Health Competency Database	
4		One per university in SEAOHUN and AFROHUN network	Fully Curated One Health Competency Database	
5		One per university in SEAOHUN and AFROHUN network	Fully Curated One Health Competency Database	
6		One per university in SEAOHUN and AFROHUN network	Fully Curated One Health Competency Database	
7		One per university in SEAOHUN and AFROHUN network	Fully Curated One Health Competency Database	
8		One per university in SEAOHUN and AFROHUN network	New competency-based educational materials and programs.	

	A	B	C	D	E
9					Total number of new delivery method of One Health competencies and training activities recommended for development or implementation
10					
11		<b>1.2 One Health Academy</b>	Activity 1.2.1 Establish an open One Health Academy online structure to house existing and new One Health curricula	Global	Number of training and professional development components hosted by the One Health Academy established in AFROHUN and OHSEA
12			Activity 1.2.2 Launch a regional community of practice for One Health faculty	Global	Number of ECHO Immersion Training Sessions Implemented
13					Number of ECHO Platform Communities of Practice Established (e.g. Faculty Scholars Network on AMR)
14			Activity 1.2.3 Support student One Health clubs to innovate and participate in the open One Health Academy	Country	Total Number of Student One Health Innovative Clubs (SOHICs)
15					Total Number of Participants in each Student One Health Innovative Clubs

	F	G	H	I	J
9	Annual	Total number of new competency delivery methods recommended in each of five competency levels ranging from stage-1 (Novice) to stage-3 (Competent) and stage-5 (Expert).	Region, country, university: <b>AFROHUN &amp; SEAOHUN Secretariats</b>	SEAOHUN-OHUNs & AFROHUN Chapters and Universities within the two networks.	Activity report; secretariat regional reports
10					
11	Semi-annual	Number of integrative training components hosted by the academy, including international conferences, publications, certificates, and Continuing Professional Development opportunities.	Regional Networks: <b>AFROHUN and SEAHOUN Secretariats.</b>	SEAOHUN-OHUNs & AFROHUN Chapters	Activity report; secretariat regional reports
12	Semi-annual	Number of participants in ECHO Immersion Training.	Regional Networks: <b>AFROHUN and SEAHOUN Secretariats.</b>	SEAOHUN-OHUNs & AFROHUN Chapters	Activity report; secretariat regional reports
13	Annual	Number of participants in ECHO Community of Practice Sessions.	Regional Networks: <b>AFROHUN and SEAHOUN Secretariats.</b>	SEAOHUN-OHUNs & AFROHUN Chapters	Activity report; secretariat regional reports
14	Annual	Number of mentored OH Student Clubs	<b>AFROHUN</b> Chapters; <b>MyOHUN</b> (Support student One Health clubs to innovate and participate in the open One Health Academy); <b>VOHUN</b> (One health practice at OH field-site in Nghe An); <b>THOHUN</b> (Student One-Health Camp for Rabies Control)	SEAOHUN-OHUNs & AFROHUN Chapters, and Universities	Activity report; secretariat regional reports
15	Annual	Number of student participant-hours and faculty mentors for Student One Health Clubs	AFROHUN Chapters; MyOHUN (Support student One Health clubs to innovate and participate in the open One Health Academy); VOHUN (One health practice at OH field-site in Nghe An); THOHUN (Student One-Health Camp for Rabies Control)	SEAOHUN-OHUNs & AFROHUN Chapters, and Universities	Activity report; secretariat regional reports

	K	L	M	N
9		One per university in SEAOHUN and AFROHUN network	New delivery and implementation methods for competency-based educational materials and programs.	
10				
11			Foundation for One Health Academy	
12		One ECHO immersion Training Session, with 30 participants including secretariat staff.	Trained secretariat staff and country representatives in operating ECHO hubs, toward the goal of potentially establishing the first ECHO superhub in Africa.	
13		One ECHO Community of Practice with one facilitator and one active participant per country.	Faculty Development Initiative with establishment of Faculty Scholars Community of Practice	
14		One Student One Health Club per University in the Networks	Established workforce pipeline for progressive One Health competency acquisition	
15		Ten Active Participants and One Faculty Mentor per Student Club	Innovative Mentored Activities Designed for Progressing from Novice to Competent in One Health Awareness and Practice	



	A	B	C	D	E
16			Activity 1.2.4 Conduct a competitive small grants program to support One Health research and training	Country	Total number of small grants awarded
17		<b>1.3 One Health Empowerment and Career Development</b>	Activity 1.3.1 Create a One Health certificate program to set standards for knowledge and skills that One Health practitioners need to have	Country	Competency modules integrated into One Health Certificates for pre-service or in-service targets.
18			Activity 1.3.2 Work with public and private partners to create training and job opportunities for One Health practitioners	Country	Number of partnerships supporting internships and residencies for One Health trainees.
19			Activity 1.3.3		

	F	G	H	I	J
16	Semi-annual	Number and size (US\$ equivalent) of small grants awarded.	AFROHUN and SEAOHUN Secretariats; <b>AFROHUN</b> Chapters;	Network Secretariats and OHUNs and AFROHUN Chapters	Activity report; secretariat regional reports
17	Semi-annual	Number of certificate programs developed and implemented.	AFROHUN and SEAOHUN Secretariats; <b>AFROHUN</b> Chapters; <b>THOHUN</b> (Reskill, upskill and leadership development of THOHUN faculty and NCO teams on OHCC teaching and capacity building); <b>VOHUN</b> (Create a One Health certificate program to set standards for knowledge and skills that One Health practitioners need to have); <b>INDOHUN</b> (Identify a One Health certificate program to set standards for knowledge and skills that One Health practitioners need to have)	Network Secretariats and OHUNs and AFROHUN Chapters	Activity report; secretariat regional reports
18	Semi-annual	Number of trainees placed with public and private partners as employees or interns.	<b>AFROHUN</b> Chapters; <b>INDOHUN</b> (Work with public and private partners to create training and job opportunities for One Health practitioners); <b>MyHOUN</b> (Work with public and private partners to create training and job opportunities for One Health practitioners);	Network Secretariats and OHUNs and AFROHUN Chapters	Activity report; secretariat regional reports
19			<b>INDOHUN</b> (Collaborate with government, higher education institutions and professional organizations to develop Field Epidemiology Training and Education Program (FEETP) using One Health approach); MyOHUN (Travel Grants to attend One Health Events/Conferences);		

	K	L	M	N
16		One small grant per university in the networks	Conference abstract, presentation, manuscript, competency gained or degree earned resulting from small grant activity.	
17		One Health Certificate offered in at least one university in each country in the networks.	Comprehensive One Health Certificate based on Consensus Core Competencies	
18		One new public or private partner established in at least one university in the network, or through the secretariat and offered to multiple universities.	Public and Private Sector partners in the One Health domain hosting pre-service or in-service trainees of the networks .	
19				

	A	B	C	D	E
20		<b>1.4 One Health Experiential Learning</b>	Activity 1.4.1 Conduct tabletop simulation exercises using One Health scenarios	Country	Number of Onne Health simulation activities developed and implemented.
21			Activity 1.4.2 Support workshop and short course opportunities for One Health experiential learning activities that are linked to core One Health competencies	Country	Number of opportunities for experiential learning, e.g. Demonstration sites, adeveloped and available for trainee enrollment.
22			Activity 1.4.3.		
23			Activity 1.4.4		
24			Activity 1.4.5		
25		<b>1.5 One Health Policy Engagement</b>	Activity 1.5.1 Provide training on advocacy and writing policy briefs to empower One Health practitioners in leadership roles	Country	Number of One Health Policy and Advocacy training opportunities developed and available for trainee enrollmennt.
26			Activity 1.5.2 Support One Health fellows for internships with government and international policy-making organizations	Country	Number of government annd international policy-making organization partners developed with memorandum of understanding established for One Health

	F	G	H	I	J
20	Semi-annual	Nnumber of trainees enrolled in simulation excercises.	<b>AFROHUN</b> Chapters; <b>THOHUN</b> (Conduct tabletop simulation exercises using One Health scenarios); <b>MyOHUN</b> (Conduct table-top simulation exercises using One Health scenarios);	Network Secretariats and OHUNs and AFROHUN Chapters	Activity report; secretariat regional reports
21	Semi-annual	Nnumber of trainees enrolled in experiential learning opportunities.	<b>AFROHUN</b> Chapters; <b>THOHUN</b> (International Short Course on Ecosystem Health, THOHUN-TELI); <b>MyOHUN</b> (Support workshop and short course opportunities for One Health experiential learning activities that are linked to core One Health competencies)	Network Secretariats and OHUNs and AFROHUN Chapters	Activity report; secretariat regional reports
22			<b>MyOHUN</b> (In-Situ One Health Problem-Based Learning on Animal, Wildlife and Ecosystem Health)		
23			<b>MyOHUN</b> (Avian Influenza Simulation Exercise)		
24			<b>MyOHUN</b> (Empowering University students and the Orang Asli (Indigenous) school children on One Health using Experiential		
25	Semi-annual	Number of trainees enrolled in One Health policy and advocacy training activities.	AFROHUN Chapters;	Network Secretariats and OHUNs and AFROHUN Chapters	Activity report; secretariat regional reports
26	Semi-annual	Nnumber of trainees enrolled in governmental and policy-making agencies..	AFROHUN Chapters;	Network Secretariats and OHUNs and AFROHUN Chapters	Activity report; secretariat regional reports

	K	L	M	N
20		One simulation exercise developed and available for enrollment of trainees in each network.	Simulation exercise integrated in Competency-based One Health Certificate and/or Degree curricula.	
21		One simulation experiential learning opportunity developed and available for enrollment of trainees in each network.	Experiential learning opportunities (practicum) integrated in competency-based One Health Certificate and/or Degree curricula.	
22				
23				
24				
25		One policy and advocacy training program developed and available for enrollment of trainees in each network.	One Health Policy and Advocacy training integrated in competency-based One Health Certificate and/or Degree curricula.	
26		One governmental or Policy-making Agency established as partner for One Health training in each network.	Immersion Internships in governmental offices and policy-making agencies included in One Health Competencies	

	A	B	C	D	E
27			Activity 1.5.3.		
28			Activity 2.1.1 Conduct a Knowledge Management (KMS) needs assessment, evaluate existing OHUN websites, review existing KMS, and develop recommendations for design and development of a regional KMS for each network inclusive of its member countries	Global	Establishment of an online Knowledge Management System

	F	G	H	I	J
27			<b>INDOHUN</b> (Support the implementation of Global Health Security Programs including FEETP (Field Epidemiology Education and Training Program) with the government policies through series of multisectoral meeting).		
28	Annual	Number of One Health training evaluation activities inncluded in the Knowledge Management System	Region, country: <b>AFROHUN</b> & <b>SEAOHUN</b> Secretariats	Network Secretariats and OHUNs and AFROHUN Chapters	Activity report; secretariat regional reports



	K	L	M	N
27				
28		Knowledge Mannagement System established with at least one training evaluation tool implemented and applied.	Establishment pf a comprehensive Knowledge Management System.	

	A	B	C	D
1	<b>Objective and long-term outcomes/impact</b>	<b>Strategy</b>	<b>Activity</b>	<b>Global or country-led activity</b>
2	<b>2. One Health Workforce Assessment and Tracking</b> (improved quality and increased use of workforce and assessment data for decision making; increased placement of One Health graduates in targeted sectors; improved multi-sectoral workforce strategies within participating countries)	<b>2.1 Establish a regional network KMS</b>	Activity 2.1.2 Pilot the regional KMS	Global
3			Activity 2.2.1 Conduct an in-depth review of existing competencies, learning objectives and assessment tools; identify gaps and/or inconsistencies; add/develop learning objectives where they are missing; match existing evaluation strategies to each learning objective; design evaluation strategies and tools where gaps exist; and develop a OH evaluation toolkit for trainees at the basic, proficient and advanced levels	Global
4		<b>2.2 Develop a standardized OH competency assessment toolkit</b>	Activity 2.2.2 Pilot elements of the OH evaluation toolkit in one or more network countries	Country
5		<b>Engage One Health coordinating bodies to support workforce assessment and tracking</b>	Activity 2.3.1 Review existing data and fill gaps to map national and regional One Health coordinating bodies, with a special focus on: mapping coordination of OH workforce activities; identifying countries/regions with the strongest multisectoral partnerships for OHW planning and management and distilling best practices; and identifying countries/regions with opportunities to enhance OHW coordination	Global
6			Activity 2.3.2 Engage with One Health coordinating bodies to identify regions/countries in which university network needs and priorities align with the need to enhance OHW coordination; support interested networks/universities to conduct a situational analysis and determine how best to support their local OHW coordinating bodies; share relevant best practices and tools	Global
7			Activity 2.3.3 In a country/countries with existing Continuous Professional Development (CPD) systems and policies, support the national University Network or a member university to: scan CPD policies/guidelines for existing OH competencies; identify opportunities to include basic OH competencies in CPD training, licensure and re-certification requirements	Country

	E	F	G	H	I	J	K	L
1	Illustrative Indicators	Reporting Frequency	Unit of Measure and Calculation	Disaggregation Levels	Data Source	Verification/Data Collection	Beneficiaries	Target #
2	# of trainees using KMS and digital app to track trainings	semi-annual	Numbers (sum)	Region, country	KMS	Activity report; secretariat regional reports		
3								
4								
5								
6								
7								

	M	N
1	Deliverables (from workplan)	Comments
2		
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	A	B	C	D
1	Objective and long-term outcomes/impact	Strategy	Activity	Global or country-led activity
2	<b>3. Organizational Sustainability</b> (direct recipient of external donor funding; new and diverse funding partners and enhanced ability to identify and develop partnerships; model identified for creating ongoing network revenue for self reliance)	3.1 Assessment, benchmarking, and strategic planning	Activity 3.1.1 Evaluate existing assessments, audit performance, and strategic plans to benchmark the previous status and the process for meeting NUPAS criteria	Global
3				
4				
5		3.2 Build network organizational capacities	Activity 3.1.2 Conduct workshops and activities to establish new benchmarks and update existing business plans with a five-year vision	Global
6			Activity 3.2.1 Create an organizational sustainability community of practice to share best practices, discuss challenges, and build competencies across the university networks	Global
7		3.3 Develop new and diversified partnerships with a five-year vision	Activity 3.2.2 Conduct site visits and other technical assistance and/or support to build organizational capability in a stepwise nature following the OCA domains and business plan	Country
8			Activity 3.3.1 Identify and secure new public and private partners that can work closely with the university networks to train and foster One Health workforce opportunities	Country
9		3.4 Pilot and scale revenue-generating mechanisms for the university networks	Activity 3.3.2 Build partnership development capabilities within the university networks	Country
10			Activity 3.4.1 Institutionalize One Health training into university as well as continuing professional development (CPD) programs of member countries	Country
11			Activity 3.4.2 Evaluate and pilot revenue-generating models such as fee-based training opportunities, digital attestation app, and member services business model	

	E	F	G	H	I	J	K	L
	Illustrative Indicators	Reporting Frequency	Unit of Measure and Calculation	Disaggregation on Levels	Data Source	Verification/Data Collection	Beneficiaries	Target #
1								
	# of organizational structures	semi-annual	Numbers (sum)	Region, country	Secretariat	Reports		
2								
3	# of financial system processes	semi-annual	Numbers (sum)	Region, country	Secretariat	Reports		
4	# of staff hired	semi-annual	Numbers (sum)	Region, country	Secretariat	Reports		
5								
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	M	N
1	Deliverables (from workplan)	Comments
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1	<b>To be determined in collaboration with Management Team, Executive Board, and university network partners...</b>		
2	<i>Objective teams - feel free to populate outcomes here for consideration</i>		
3	<b>Proposed outcome</b>	<b>Objective</b>	<b>Comments</b>
4	Number of new OH education and field training programs	1	OG Project Outcome - for consideration if we would like to keep
5	Evidence of application of OH trainings and sensitization in the workforce	1,2	OG Project Outcome - for consideration if we would like to keep
6	Evidence of national/regional coordination mechanisms showing improved capacity	3	OG Project Outcome - for consideration if we would like to keep
7	List/Description or outbreak responses supported by networked-trained One Health workforce	1	OG Project Outcome - for consideration if we would like to keep
8	List of global, regional or country One Health strategies under implementation	1,2,3	OG Project Outcome - for consideration if we would like to keep
9	Unniform competency-based One Health Certificate	1	
10	Community of Practice on an emerging priority One Health Topic.	1	



	A	B	C	D	E	F	G	H	I	J	K	L	M
1	<b>JEE Scores by Country</b>								<b>JEE 2.0 Relevant Indicators</b>				
2	Country	Year of Evaluation	<b>Workforce Development Indicators</b>										
3			<b>D.4.1</b>	<b>D.4.2.</b>	<b>D.4.3</b>				D.4.1	human resources are available to implement IHR o			
4	<b>OCHEA</b>								D.4.2	Field Epidemiology Training Program or other training program in place			
5	Cameroon	2017	N/A	5	2				D.4.3	Workforce strategy			
6	DRC	2018	2	4	3								
7	Ethiopia	2016	3	4	3								
8	CDI	2016	2	3	2								
9	Rwanda	2018	2	3	3								
10	Senegal	2016	3	4	2								
11	Tanzania	2016	3	4	2								
12	Uganda	2017	3	4	3								
13	<b>SEAOHUN</b>												
14	Indonesia	2017	3	4	3								
15	Thailand	2017	4	5	3								
16	Vietnam	2016	3	4	3								
17	Malaysia	No Scores Available											

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1		<b>Standard USAID Higher Education Indicators</b>						
2								
3	<b>USAID Higher Education Ref #</b>	<b>Indicator Description</b>	<b>Previous OG indicator?</b>	<b>Reporting Frequency</b>	<b>Unit of Measure and Calculation</b>	<b>Disaggregation Levels</b>	<b>Data Source</b>	<b>Verification/Data Collection</b>
4	ES.1-6	# of educators who complete professional development activities with USG assistance	Yes					
5	ES.1-46	% of individuals who transition to further education or training following participation in USG assisted programs	No					
6	ES.2-1	# of host country higher education institutions receiving capacity development support with USG assistance	Yes					
7	ES.2-52	# of individuals affiliated with higher education institutions receiving capacity development support with USG assistance	No					
8	EG.6.12	% of individuals with new employment following participation in USG assisted workforce development programs	No					
9	SUPP-15	education systems strengthened; policy reform	No					
10	SUPP-16	education systems strengthened; data systems strengthened	No					

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1				
2				
3	<b>Key Activities</b>	<b>Targeted Outputs</b>	<b>Contributed to Outcomes</b>	<b>Comments</b>
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